JUST 100 (JUONE) CALCULATION METHODOLOGY

JUNE 30, 2020

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1. ABOUT JUST CAPITAL

JUST Capital is an independent, nonprofit 501(c)(3) with a mission to build an economy that works for all Americans by helping companies improve how they serve all their stakeholders – workers, customers, communities, the environment, and shareholders. Since 2015 JUST has polled over 100,000 Americans on their priorities for capitalism and just business behavior, and has collected five years of corporate ESG performance data based on those priorities. Our research and index work routinely demonstrate the business and investor case for just business behavior and is being used to support active and passive products, customized trading strategies, and thematic approaches. Over the past 12 months, JUST's investment-related work has been featured on CNBC, The Wall Street Journal, The New York Times, Fortune, Forbes, Fast Company, Barron's, Institutional Investor, Bloomberg, the Financial Times, and more.

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IMPORTANT REFERENCES

This document defines the calculation methodology of the JUST 100 Index (JUONE), an investable equity market index designed, sponsored, and owned by JUST Capital, based upon its annual Rankings of America's most just companies. Each year, JUST Capital evaluates America's largest publicly traded corporations, producing a ranking that reflects how well each company measures up against the American public's definition of just corporate behavior. JUST Capital released its inaugural rankings on November 30, 2016, and updated rankings are released annually in the 4th quarter. JUST Capital will continue to update those rankings on an annual basis, and make them available publicly on its website.

The JUONE Index includes the top 100 Russell 1000 companies ranked by JUST Capital in its most recent annual ranking, therefore the JUST Capital ranking methodology is an important reference document for the JUST 100 Index calculation methodology, and this document should be read in conjunction with the JUST Capital ranking methodology, available on its website at https://justcapital.com/our-methodology/.

The JUST Capital ranking methodology explains the model that drives the rankings and how the how top companies – the JUST 100 – are identified, and therefore how the constituent stocks for JUONE are selected from the Russell 1000 Index universe. This document specifically focuses on index construction methodology issues such as the weighting of index constituents, constituent additions and deletions, rebalancing, and corporate actions.

JUST Capital has engaged FTSE Russell as Calculation Agent for JUONE and JUONE constituent stocks are a subset of those in the Russell 1000 Index. Accordingly, important elements of JUONE, such as the definition of the underlying Russell 1000 universe of stocks and treatment of corporate actions, follow the methodology of FTSE-Russell for non-Market Cap Weighted Indices. As such, the Russell U.S. Equity Indexes Construction and Methodology documents, available on http://www.ftserussell.com/ and linked to here are also referenced.

As both the JUST Capital ranking methodology as well as the Russell index methodology are subject to change over time, the JUONE Index will incorporate the latest JUST Capital ranking methodology at the time of its annual reconstitution and changes to the Russell methodology will be reflected as they come into effect.

FOR ADDITIONAL INFORMATION PLEASE SEE:

JUST Capital Ranking Methodology, 2020 (https://justcapital.com/)

Russell U.S. Equity Indexes Construction & Methodology

http://www.ftse.com/products/downloads/Russell-US-indexes.pdf)

2. JUST 100 (JUONE) SUMMARY

Index Administrator: JUST Capital.

Constituent Reference Index: Russell 1000 Index.

Constituent Selection Criteria: The JUONE Index includes the top 100 Russell 1000 companies ranked by JUST Capital in its most recent annual ranking.

Constituent Weighting Methodology: Equal weighted. JUONE constituents are reweighted so that each company has an equal weight at rebalancing.

Constituents' Country of Primary Listing: United States.

Index Currency: U.S. dollar.

Calculation Type: Total return.

Annual Reconstitution Date: Effective at close of third Friday of December, or next available trading date.

Corporate Actions: FTSE Russell methodology for non-market cap-weighted indices.

Base Value and Inception Date: 1,000 as of December 11, 2017.

Index Contact: indexcommittee@justcapital.com

Calculation Agent: FTSE Russell.

Data Vendor Symbols: Bloomberg: JUONETR <INDEX>; Thomson Reuters: (RIC: .TFTJULCDU).

3. INDEX CALCULATION METHODOLOGY

3.1. ELIGIBLE SECURITIES

The eligible securities for the JUST 100 Index are defined as the constituents of the Russell 1000 Index.

3.2. RECONSTITUTION SCHEDULE

The JUST 100 Index is reconstituted annually on the third Friday of December (or next available trading day), the Reconstitution Date.

3.3. SELECTION OF CONSTITUENT STOCKS

On its Reconstitution Date, the JUST 100 Index (JUONE) is reconstituted with a new basket of constituent stocks defined as the top 100 stocks on the most recent publicly available JUST Capital ranking.

Where a company with multiple share classes in the Russell 1000 is selected for inclusion in the Index, all such share classes are included in JUONE.

3.4. WEIGHTING OF CONSTITUENT STOCKS

On the JUONE reconstitution date the selected JUONE constituents from section 3.1 are reweighted so that weight in the JUONE Index will be equal.

3.5. TREATMENT OF CORPORATE ACTIONS

The treatment of corporate actions in JUONE follows the FTSE Russell methodology for Non-Market Cap-Weighted indices, per the published FTSE Russell Methodology. For clarity, below is the summary treatment of spin-offs and mergers in JUONE that may differ from the Cap-Weighted Russell 1000's treatment given that the stocks included in the JUONE are a subset of those in the Russell 1000.

SPIN-OFFS:

- **Parent company is Russell 1000 constituent, but not a JUONE constituent.** Spun-off company has zero weight in JUONE.

- **Parent company has a non-zero weight in JUONE.** Retain all companies that remain or become Russell 1000 constituents at equal weight as the parent/spun-off company(ies) until the next Russell reconstitution.

MERGERS & ACQUISITIONS:

- **Merger between two JUONE constituents.** The delisted company will drop out of JUONE and the weight for the JUONE constituent that remains will depend on the stock proportion of the deal terms.

- **Merger between a JUONE constituent and non-JUONE constituent.** If the remaining merged company is the JUONE constituent then there will be no change to the weight. If the remaining merged company is not the JUONE constituent, then the JUONE constituent will drop out of JUONE.

- **Merger between two Russell 1000 constituents not in JUONE.** No action.

3.6. CONSTITUENT ADDITIONS AND DELETIONS

Additions: Other than as a result of spin-offs as detailed in section 5.3, constituents may only be added to JUONE on its Reconstitution date, based on the latest JUST Capital annual rankings. Constituent additions to the Russell 1000 as part of its June reconstitution are not eligible for inclusion in JUONE until its next reconstitution.

Deletions: Constituent deletions from the Russell 1000 at its June reconstitution, if also present in JUONE, will be removed from JUONE concurrently with their removal from the Russell 1000.

3.7. CHANGES TO JUST CAPITAL CORPORATE RANKINGS

In the event that JUST Capital publicly announces an update to its corporate rankings over the course of the year resulting in a JUONE constituent company's rank falling below the top 100 companies, the affected company will be removed from the JUONE Index. The removal will be publicly announced with a minimum of 10 trading days advance notice and the JUONE Index weights of the remaining securities will be rebalanced consistent with section 4.2 above. This rebalance may take place at any time except for the four weeks prior to the March, June, September, and December Russell review periods.

3.8. DAILY CALCULATION

The JUONE is calculated by [FTSE Russell] (the Calculation Agent).

The Calculation Agent is responsible for calculating index levels based on weights and stocks as determined by the Index Administrator using the steps described in Section 4: Index Calculation Methodology.

3.9. INCEPTION DATE

The JUONE has an inception date of March 13, 2019. Index data prior to the inception date is based on backtests (pre-inception performance).

AMENDMENTS AND EXCEPTIONS TO THIS METHODOLOGY

An Index Committee, comprised of JUST Capital employees, is responsible for approving changes to the methodology for the JUST 100 Index (JUONE). This document is updated to reflect any changes approved by the Index Committee. To the extent reasonably practicable, changes to the methodology are publicly announced in advance of their implementation.

4. DISCLOSURES

JUST Capital Foundation, Inc. (“JUST Capital”) is not an investment adviser or broker-dealer. JUST Capital is not in the business of providing investment advice, effecting transactions in securities, or promulgating analysis or reports on the value of securities, or the advisability of investing in securities, swaps, security-based swaps, commodity interests or other financial products. JUST Capital is not acting as an investment adviser or portfolio manager.

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Any use or exploitation of this document or the information included herein, for the purpose of creating any financial product or service which seeks to match the performance of the JUONE, or which otherwise is based on the JUONE, is not permitted unless a written license from JUST Capital has been obtained.

This material is provided at your request for informational purposes only. It is not an offer or solicitation to buy or sell, or a promotion or recommendation of, any financial product, security or trading strategy.

Although certain information has been obtained from sources believed to be reliable, neither JUST Capital nor any of its affiliates (collectively, the “JUST Parties”) guarantee its accuracy, completeness or fairness.

The JUST Parties have relied upon, and assumed without independent verification, the accuracy and completeness of all information obtained from public sources.

This material, and the JUONE, are provided "as is" and the user of this material or the JUONE assumes the entire risk of any use it may make or permit to be made of this material and the JUONE. This material may not be used to verify or correct other data, to create indexes, risk models, or analytics, or in connection with issuing, offering, sponsoring, managing or marketing any securities, portfolios, financial products or other investment vehicles. Historical data and analysis should not be taken as an indication or guarantee of any future performance, analysis, forecast or prediction.

The JUST Parties do not in any way sell, sponsor, support, promote, or endorse any securities based on the JUONE, or have any involvement in their operations or distribution. The JUST Parties and any other person or entity involved in or related to compiling, computing, or creating the JUONE expressly disclaim all implied representations, warranties, and liabilities relating to or in connection with any investment vehicle that seeks to provide an investment return based on the performance of any index (including, without limitation, any warranties of originality, accuracy, completeness, timeliness, non-infringement, merchantability, and fitness for a particular purpose).

No JUST Party makes any claim, prediction, warranty, or representation whatsoever, expressly or impliedly, either as to (i) the results to be obtained from the use of the JUONE or any of the data included in the JUONE, (ii) the level at which the JUONE is said to stand at any particular time on any particular day or otherwise, (iii) the suitability of the JUONE for the purpose to which it is being put in connection with any investment vehicle seeking to provide an investment return based on the JUONE, or (iv) the advisability of investing in securities generally or in any index or other investment product.

No JUST Party has provided, nor will any provide, any financial or investment advice or recommendation in relation to the JUONE. None of this material, nor the JUONE is intended to constitute any financial or investment advice and may not be relied on as such. No JUST Party shall be (i) liable (whether in negligence or otherwise) to any person

for any error in the JUONE or (ii) under any obligation to advise any person of any error therein. Without limiting any of the foregoing, in no event shall any JUST Party have any liability for any direct, indirect, special, incidental, punitive, consequential (including without limitation lost profits), or any other damages in connection with the JUONE. Where any applicable law does not allow the limitation of liability in the manner described above, any JUST Party's total liability in connection with the JUONE for all damages, loss and causes of action (whether in contract or in tort) shall not exceed one thousand U.S. dollars (USD $1,000).

You agree to indemnify, defend and hold harmless JUST Parties from and against any claims, losses, damages, liabilities, costs and expenses, including, without limitation, reasonable attorneys' and experts' fees and costs, as incurred, arising in any manner out of your use of, or inability to use, any data contained in the JUONE.

You and JUST Parties agree to strive to resolve any disagreement between the parties through amicable negotiation or voluntary mediation. Nevertheless, if a dispute arises, which the parties are unable to resolve, this document and its validity, construction, enforcement, interpretation and legal effect shall be governed by and pursuant to the laws of the State of New York. Any dispute resolution proceeding shall be conducted by arbitration pursuant to the rules of arbitration as established by the Judicial Arbitration and Mediation Services ("JAMS"), conducted by one arbitrator as appointed by the parties on mutual consent, or in the absence of agreement, in accordance with the rules of JAMS. The proceedings shall be conducted in English, and the venue for any such dispute shall be in New York, New York. The parties shall not at any time during a dispute, whether or not the examination process has commenced in JAMS, file a legal dispute for settlement with any court of any other jurisdiction. Further, the parties agree that any JAMS award with regard to the dispute is final and binding and no appeal will be applicable. Notwithstanding the foregoing, nothing in this paragraph shall prevent either party from seeking injunctive relief in any court of competent jurisdiction.

5. APPENDIX A: INDEX INFORMATION AS OF DECEMBER 31, 2019

ICB Industry	JUONE Wt.	Russell 1000 Wt.
Basic Materials	1.0%	2.1%
Consumer Goods	9.8%	7.9%
Consumer Services	5.0%	13.5%
Financials	16.6%	19.0%
Health Care	13.8%	12.8%
Industrials	13.8%	12.5%
Oil & Gas	1.2%	4.1%
Technology	30.0%	22.9%
Telecommunications	3.0%	2.0%
Utilities	6.0%	3.2%
	100.0%	100.0%

6. APPENDIX B: JUST INDUSTRY CLASSIFICATION

The table below illustrates how the 33 JUST Capital industries map to the ICB (Industry Classification Benchmark), operated and managed by FTSE Russell. The ICB structure shown is effective as of July 2017. This is discussed in greater detail in Appendix D of the JUST Capital Ranking Methodology, titled **Industry Classification**.

ICB Industry	ICB Supersector	ICB Sector	ICB Subsector	JUST Industry
Industrials	Industrial Goods & Services	Aerospace & Defense	Aerospace	Aerospace & Defense
Industrials	Industrial Goods & Services	Aerospace & Defense	Defense	Aerospace & Defense
Consumer Goods	Automobiles & Parts	Automobiles & Parts	Automobiles	Automobiles & Parts
Consumer Goods	Automobiles & Parts	Automobiles & Parts	Auto Parts	Automobiles & Parts
Consumer Goods	Automobiles & Parts	Automobiles & Parts	Tires	Automobiles & Parts
Financials	Banks	Banks	Banks	Banks
Basic Materials	Basic Resources	Forestry & Paper	Forestry	Basic Resources
Basic Materials	Basic Resources	Forestry & Paper	Paper	Basic Resources
Basic Materials	Basic Resources	Industrial Metals & Mining	Aluminum	Basic Resources
Basic Materials	Basic Resources	Industrial Metals & Mining	Nonferrous Metals	Basic Resources
Basic Materials	Basic Resources	Industrial Metals & Mining	Iron & Steel	Basic Resources
Basic Materials	Basic Resources	Mining	Coal	Basic Resources
Basic Materials	Basic Resources	Mining	Diamonds & Gemstones	Basic Resources
Basic Materials	Basic Resources	Mining	General Mining	Basic Resources
Basic Materials	Basic Resources	Mining	Gold Mining	Basic Resources
Basic Materials	Basic Resources	Mining	Platinum & Precious Metals	Basic Resources
Industrials	Construction & Materials	Construction & Materials	Building Materials & Fixtures	Building Materials & Packaging
Industrials	Industrial Goods & Services	General Industrials	Containers & Packaging	Building Materials & Packaging
Industrials	Construction & Materials	Construction & Materials	Heavy Construction	Industrial Goods
Industrials	Industrial Goods & Services	General Industrials	Diversified Industrials	Industrial Goods
Industrials	Industrial Goods & Services	Electronic & Electrical Equipment	Electrical Components & Equipment	Industrial Goods

ICB Industry	ICB Supersector	ICB Sector	ICB Subsector	JUST Industry
Industrials	Industrial Goods & Services	General Industrials	Electronic Equipment	Industrial Goods
Financials	Financial Services	Financial Services	Asset Managers	Capital Markets
Financials	Financial Services	Financial Services	Investment Services	Capital Markets
Basic Materials	Chemicals	Chemicals	Commodity Chemicals	Chemicals
Basic Materials	Chemicals	Chemicals	Specialty Chemicals	Chemicals
Industrials	Industrial Goods & Services	Support Services	Business Support Services	Commercial Support Services
Industrials	Industrial Goods & Services	Support Services	Business Training & Employment Agencies	Commercial Support Services
Industrials	Industrial Goods & Services	Support Services	Financial Administration	Commercial Support Services
Industrials	Industrial Goods & Services	Support Services	Industrial Suppliers	Commercial Support Services
Industrials	Industrial Goods & Services	Support Services	Waste & Disposal Services	Commercial Support Services
Financials	Financial Services	Financial Services	Consumer Finance	Consumer & Diversified Finance
Financials	Financial Services	Financial Services	Specialty Finance	Consumer & Diversified Finance
Financials	Financial Services	Financial Services	Mortgage Finance	Consumer & Diversified Finance
Consumer Goods	Personal & Household Goods	Household Goods & Home Construction	Durable Household Products	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Household Goods & Home Construction	Furnishings	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Household Goods & Home Construction	Home Construction	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Leisure Goods	Consumer Electronics	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Leisure Goods	Recreational Products	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Leisure Goods	Toys	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Personal Goods	Clothing & Accessories	Household Goods & Apparel
Consumer Goods	Personal & Household Goods	Personal Goods	Footwear	Household Goods & Apparel
Consumer Services	Travel & Leisure	Travel & Leisure	Gambling	Restaurants & Leisure
Consumer Services	Travel & Leisure	Travel & Leisure	Hotels	Restaurants & Leisure
Consumer Services	Travel & Leisure	Travel & Leisure	Recreational Services	Restaurants & Leisure
Consumer Services	Travel & Leisure	Travel & Leisure	Restaurants & Bars	Restaurants & Leisure

ICB Industry	ICB Supersector	ICB Sector	ICB Subsector	JUST Industry
Consumer Services	Travel & Leisure	Travel & Leisure	Travel & Tourism	Restaurants & Leisure
Oil & Gas	Oil & Gas	Oil Equipment, Services & Distribution	Oil Equipment & Services	Energy Equipment & Services
Oil & Gas	Oil & Gas	Oil Equipment, Services & Distribution	Pipelines	Energy Equipment & Services
Oil & Gas	Oil & Gas	Alternative Energy	Alternative Fuels	Energy Equipment & Services
Consumer Services	Retail	Food & Drug Retailers	Drug Retailers	Food & Drug Retailers
Consumer Services	Retail	Food & Drug Retailers	Food Retailers & Wholesalers	Food & Drug Retailers
Consumer Goods	Food & Beverage	Beverages	Brewers	Food, Beverage & Tobacco
Consumer Goods	Food & Beverage	Beverages	Distillers & Vintners	Food, Beverage & Tobacco
Consumer Goods	Food & Beverage	Beverages	Soft Drinks	Food, Beverage & Tobacco
Consumer Goods	Food & Beverage	Food Producers	Farming, Fishing & Plantations	Food, Beverage & Tobacco
Consumer Goods	Food & Beverage	Food Producers	Food Products	Food, Beverage & Tobacco
Consumer Goods	Personal & Household Goods	Tobacco	Tobacco	Food, Beverage & Tobacco
Health Care	Health Care	Health Care Equipment & Services	Medical Equipment	Health Care Equipment & Services
Health Care	Health Care	Health Care Equipment & Services	Medical Supplies	Health Care Equipment & Services
Health Care	Health Care	Health Care Equipment & Services	Health Care Providers	Health Care Providers
Consumer Goods	Personal & Household Goods	Household Goods & Home Construction	Nondurable Household Products	Personal Products
Consumer Goods	Personal & Household Goods	Personal Goods	Personal Products	Personal Products
Financials	Insurance	Nonlife Insurance	Full Line Insurance	Insurance
Financials	Insurance	Nonlife Insurance	Insurance Brokers	Insurance
Financials	Insurance	Nonlife Insurance	Property & Casualty Insurance	Insurance
Financials	Insurance	Nonlife Insurance	Reinsurance	Insurance
Financials	Insurance	Life Insurance	Life Insurance	Insurance
Technology	Technology	Software & Computer Services	Internet	Internet
Technology	Technology	Software & Computer Services	Computer Services	Computer Services

ICB Industry	ICB Supersector	ICB Sector	ICB Subsector	JUST Industry
Industrials	Industrial Goods & Services	Industrial Engineering	Commercial Vehicles & Trucks	Commercial Vehicles & Machinery
Industrials	Industrial Goods & Services	Industrial Engineering	Industrial Machinery	Commercial Vehicles & Machinery
Consumer Services	Media	Media	Broadcasting & Entertainment	Media
Consumer Services	Media	Media	Media Agencies	Media
Consumer Services	Media	Media	Publishing	Media
Oil & Gas	Oil & Gas	Oil & Gas Producers	Exploration & Production	Oil & Gas
Oil & Gas	Oil & Gas	Oil & Gas Producers	Integrated Oil & Gas	Oil & Gas
Health Care	Health Care	Pharmaceuticals & Biotechnology	Biotechnology	Pharmaceuticals & Biotech
Health Care	Health Care	Pharmaceuticals & Biotechnology	Pharmaceuticals	Pharmaceuticals & Biotech
Financials	Real Estate	Real Estate Investment & Services	Real Estate Holding & Development	Real Estate
Financials	Real Estate	Real Estate Investment & Services	Real Estate Services	Real Estate
Financials	Real Estate	Real Estate Investment Trusts	Specialty REITs	Real Estate
Consumer Services	Retail	General Retailers	Apparel Retailers	Retail
Consumer Services	Retail	General Retailers	Broadline Retailers	Retail
Consumer Services	Retail	General Retailers	Home Improvement Retailers	Retail
Consumer Services	Retail	General Retailers	Specialized Consumer Services	Retail
Consumer Services	Retail	General Retailers	Specialty Retailers	Retail
Oil & Gas	Oil & Gas	Alternative Energy	Renewable Energy Equipment	Semiconductors & Equipment
Technology	Technology	Technology Hardware & Equipment	Semiconductors	Semiconductors & Equipment
Technology	Technology	Software & Computer Services	Software	Software
Technology	Technology	Technology Hardware & Equipment	Computer Hardware	Technology Hardware
Technology	Technology	Technology Hardware & Equipment	Electronic Office Equipment	Technology Hardware
Technology	Technology	Technology Hardware & Equipment	Telecommunications Equipment	Technology Hardware
Telecommunications	Telecommunications	Fixed Line Telecommunications	Fixed Line Telecommunications	Telecommunications

ICB Industry	ICB Supersector	ICB Sector	ICB Subsector	JUST Industry
Telecommunications	Telecommunications	Mobile Telecommunications	Mobile Telecommunications	Telecommunications
Industrials	Industrial Goods & Services	Industrial Transportation	Delivery Services	Transportation
Industrials	Industrial Goods & Services	Industrial Transportation	Marine Transportation	Transportation
Industrials	Industrial Goods & Services	Industrial Transportation	Railroads	Transportation
Industrials	Industrial Goods & Services	Industrial Transportation	Transportation Services	Transportation
Industrials	Industrial Goods & Services	Industrial Transportation	Trucking	Transportation
Consumer Services	Travel & Leisure	Travel & Leisure	Airlines	Transportation
Utilities	Utilities	Electricity	Conventional Electricity	Utilities
Utilities	Utilities	Electricity	Alternative Electricity	Utilities
Utilities	Utilities	Gas, Water & Multi-utilities	Gas Distribution	Utilities
Utilities	Utilities	Gas, Water & Multi-utilities	Multi-utilities	Utilities
Utilities	Utilities	Gas, Water & Multi-utilities	Water	Utilities

ABOUT JUST CAPITAL

JUST Capital, an independent, nonprofit organization, makes it easier for people, companies, and markets to do the right thing by tracking the business behaviors Americans care about most. Our research, rankings, indexes, and data-driven tools help people make more informed decisions about where to invest, work, and buy to direct capital towards companies advancing a more just future. America's Most JUST Companies, including the groundbreaking JUST 100, is published annually in Forbes and on JUSTCapital.com.

JUST Capital was co-founded in 2013 by a group of concerned people from the world of business, finance, and civil society – including Paul Tudor Jones II, Deepak Chopra, Rinaldo Brutoco, Arianna Huffington, Paul Scialla, and others. Our mission is to build a more just marketplace that better reflects the true priorities of the American people. We believe that business, and capitalism, can and must be a positive force for change. We believe that if they have the right information, people will buy from, invest in, work for, and otherwise support companies that align with their values. And we believe that business leaders are searching to win back the trust of the public in ways that go beyond money. By shifting the immense resources and ingenuity of the $15 trillion private sector onto a more balanced – and more just – course, we can help build a better future for everyone.

CONNECT WITH US

www.justcapital.com
contactus@justcapital.com
@justcapital_
(646) 854-2141

JUST Capital
44 East 30th Street, 11th Floor
New York, NY 1001

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